

	% of employers in sample		
	WERS of employers 1998 <sup>b</sup>	DfEE Work-life Balance Baseline Survey 2000 <sup>c,d</sup>	DTI Employer Survey on support for working parents 2000 <sup>c,d</sup>
Part time	82	88	77
Flexi-time <sup>a</sup>	27	25	32
Term-time only <sup>a</sup>	16	17	18
Job share <sup>a</sup>	27	24	21
Working from or at home	33	38 occasionally	18
Working from or at home <sup>a</sup> (non-managerial employees only)	13		
Ability to change from full- to part-time hours <sup>a</sup>	46		
Reduced hours		17	
Parental leave <sup>a</sup>	34		
Paternity leave (paid or unpaid)	48		18
Special leave for emergencies	24		
Unpaid leave for emergencies	18		
Annualised hours		8	
Compressed working week		7	

Notes:

<sup>a</sup> In the case of WERS data, on the question indicated, the availability of flexible working patterns is for non-managerial employees only.

<sup>b</sup> Sample: Establishments with 10+ employees.

<sup>c</sup> Sample: Establishments with 5+ employees.

# Nature And Pattern Of Familyfriendly Employment Policies In Britain

**Dex, Shirley,Smith, Colin**



## **Nature And Pattern Of Familyfriendly Employment Policies In Britain:**

**The Nature and Pattern of Family-friendly Employment Policies in Britain** Dex, Shirley,Smith, Colin,2002-05

There is need for a more detailed understanding of employers motivations for offering flexible working and the outcomes of different policies and practices for both employers and employees This report draws on data from a large scale national survey of workplace employee relations WERS to fill these gaps in our knowledge and understanding It is the first time these issues have been explored through analysis of such a large and representative sample of companies and employees

Employed Carers and Family-friendly Employment Policies Yeandle, Sue,Susan Yeandle,Wigfield, Andrea,2002-09-25 This report outlines how employees and managers in three sectors banking grocery retail and local authorities have experienced the family friendly employment options available in their place of work

**Work-family Balance, Gender and Policy** Jane Lewis,2009 Looks at the three main components of work family policy packages childcare services flexible working patterns and entitlements to leave from work in order to care across EU15 Member States with comparative reference to the US This work also provides an examination of developments in the UK

The Palgrave Handbook of Family Policy Rense Nieuwenhuis,Wim Van Lancker,2020-12-14 This open access handbook provides a multilevel view on family policies combining insights on family policy outcomes at different levels of policymaking supra national organizations national states sub national or regional levels and finally smaller organizations and employers At each of these levels a multidisciplinary group of expert scholars assess policies and their implementation such as child income support childcare services parental leave and leave to provide care to frail and elderly family members The chapters evaluate their impact in improving children s development and equal opportunities promoting gender equality regulating fertility productivity and economic inequality and take an intersectional perspective related to gender class and family diversity The editors conclude by presenting a new research agenda based on five major challenges pertaining to the levels of policy implementation in particular globalization and decentralization austerity and marketization inequality changing family relations and welfare states adapting to women s empowered roles

*Employment Law in Context* David Cabrelli,2016 A contextual rigorous treatment of employment law featuring a running case example to show exactly how the law works and including extracts from key cases and source materials

**The Blackwell Companion to the Sociology of Families** Jacqueline Scott,Judith Treas,Martin Richards,2008-04-15 Tackling issues relevant to family life today this authoritative Companion shows why studying social change in families is fundamental for understanding the transformations in individual and social life across the globe Contains original essays by expert contributors on a wide range of topics relating to the sociology of families Includes coverage of social inequality parenting practices children s work the changing patterns of citizenship and multi cultural families Gives special attention to European and North American examples Discusses previously neglected groups including immigrant families and gays and lesbians Explores how revolutionary changes in aging longevity and sexual behavior have

radically affected the experience of different generations and the relationships between them Women, Men, Work and Family in Europe R. Crompton, S. Lewis, C. Lyonette, 2007-04-11 Social changes including an increase in dual earner families declining fertility and growing problems of work life balance are underway as more women particularly mothers enter and remain in paid employment The authors explore this in a number of European countries Britain France The Netherlands Finland Norway Sweden and Portugal Attitudes to Flexible Working and Family Life Houston, Diane M., Waumsley, Julie A., 2003-12-17 This report is the first to examine attitudes towards flexible working and family life Drawing on a study of over 1500 members of the AEEU and interviews with 53 shop stewards the report addresses key questions around rights and benefits employer s attitudes gender differences and the effects of flexible working on health and well being

**Employment Regimes and the Quality of Work** Duncan Gallie, 2007-09-13 The book makes a major new contribution to the sociology of employment by comparing the quality of working life in European societies with very different institutional systems France Germany Great Britain Spain and Sweden It focuses in particular on skills and skill development opportunities for training the scope for initiative in work the difficulty of combining work and family life and the security of employment Drawing on a range of nationally representative surveys it reveals striking differences in the quality of work in different European countries It also provides for the first time rigorous comparative evidence on the experiences of different types of employee and an assessment of whether there has been a trend over time to greater polarization between a core workforce of relatively privileged employees and a peripheral workforce suffering from cumulative disadvantage It explores the relevance of three influential theoretical perspectives focussing respectively on the common dynamics of capitalist societies differences in production regimes between capitalist societies and differences in the institutional systems of employment regulation It argues that it is the third of these an employment regime perspective that provides the most convincing account of the factors that affect the quality of work in capitalist societies The findings underline the importance of differences in national policies for people s experiences of work and point to the need for a renewal at European level of initiatives for improving the quality of work *Handbook of Research on Work-Life Balance in Asia* Luo Lu, Cary L. Cooper, 2015-07-31 In Asian societies work and family issues are only recently beginning to gain attention The pressure of rapid social change and increasing global competition is compounded by the long hours work culture especially in the Pan Confucian societies such *Work-Life Advantage* Al James, 2017-12-18 *Work Life Advantage* analyses how employer provision of family friendly working arrangements designed to help workers better reconcile work home and family can also enhance firms capacities for learning and innovation in pursuit of long term competitive advantage and socially inclusive growth Brings together major debates in labour geography feminist geography and regional learning in novel ways through a focus on the shifting boundaries between work home and family Addresses a major gap in the scholarly research surrounding the narrow business case for work life balance by developing a more socially progressive workerist dual agenda Challenges

and disrupts masculinist assumptions of the ideal worker and the associated labour market marginalization of workers with significant home and family commitments Based on 10 years of research with over 300 IT workers and 150 IT firms in the UK and Ireland with important insights for professional workers and knowledge intensive companies around the world

**Gower Handbook of Discrimination at Work** Hazel Conley, 2016-04-29 Workplace discrimination is an experience that despite four decades of equality legislation continues to blight the lives of thousands every year Discrimination persists on the protected grounds of sex race disability age sexual orientation religion or belief and gender reassignment as well as where no legal protection exists such as in relation to class background or migration status The Handbook discusses recent changes in equality legislation as well as considering the limitations of legal frameworks in addressing inequality However complying with the law is only the first step towards addressing discrimination in the workplace and the book goes beyond the law and provides evidence of good practice in promoting organisational culture change as well as considering future directions for policy on equality action The Gower Handbook of Discrimination at Work looks at both social justice and business case perspectives and its message is not a negative one The contributors have considerable depth of understanding of workplace discrimination both as academics and equality practitioners their work has contributed to policy formation and all are committed to improving the lives of people at work They offer insights into existing international developments and make suggestions for the ways in which positive change can be realised Practitioners such as human resources professionals and other managers involved in addressing equality at work trade unionists equality trainers and academics concerned with researching or teaching in the areas of employment and equality will all find this book of interest Furthermore it will be of value to students in the fields of business and management employment law equality and diversity and human resource management

**Cognitive Behavioral Neuroscience in Organizational Settings** Reddy, K. Jayasankara, Alfonso, Thaddeus, 2024-06-17 In a world characterized by constant changes organizations grapple with the complex task of understanding and enhancing human behavior within their ranks The burgeoning interest in cognitive behavioral neuroscience CBN for unraveling the intricacies of organizational dynamics has paved the way for a groundbreaking shift However the application of CBN in Human Resource Development and Management HRDM remains in its infancy creating a void between scientific inquiry and practical implementation As organizations yearn for evidence based strategies to enhance talent identification team selection training and overall performance a critical need emerges for a comprehensive guide that bridges this gap Cognitive Behavioral Neuroscience in Organizational Settings is a groundbreaking book that illuminates the unexplored territory of CBN in HRDM Positioned as a catalyst for change this comprehensive guide serves as the linchpin connecting theoretical foundations with real world applications Seamlessly navigating through the basics of neuroscience the anatomy and functions of the brain and the role of neuroscience in organizational behavior establishes the groundwork for a new academic discipline By delving into higher cognitive processes artificial intelligence integration neuroscience methods

and CBN based interventions the book offers a roadmap to revolutionize how organizations understand manage and enhance their human capital

**Work-Life Balance in Times of Recession, Austerity and Beyond** Suzan Lewis, Deirdre Anderson, Clare Lyonette, Nicola Payne, Stephen Wood, 2016-08-12 This book reflects the enormous interest in work life balance and current pressing concerns about the impacts of austerity more broadly It draws on contemporary research and practitioner experiences to explore how work life balance and related workplace and social policy fare in turbulent economic times and the implications for employees employers and wider societies Authors consider workplace trends practices and employment relations and the impacts on work care and well being of diverse workers A guiding theme throughout the book is a triple agenda of supporting employee work life balance workplace effectiveness and social justice The final chapters present case studies of innovative processes and organizational practices for addressing the triple agenda note the important role of social policy context and discuss the challenge of extending debates on work life balance to include a social justice dimension This book will be of interest to academics and postgraduate students of organisational psychology sociology human resource management management and business studies law and social policy as well as employers managers HR managers trade unions and policy makers

**Inside the Workplace** Barbara Kersley, Carmen Alpin, John Forth, Alex Bryson, Helen Bewley, Gill Dix, Sarah Oxenbridge, 2013-04-15 Based on the primary analysis of the 2004 Workplace Employment Relations Survey WERS 2004 this is the fifth book in the series which began in 1980 and which is considered to be one of the most authoritative sources of information on employment relations in Great Britain Interviews were conducted with managers and employee representatives in over 3 000 workplaces and over 20 000 employees returned a self completion questionnaire This survey links the views from these three parties providing a truly integrated picture of employment relations This book provides a descriptive mapping of employment relations examining the principal features of the structures practices and outcomes of workplace employment relations The reader can explore differences according to the characteristics of the workplace and organization including workplace size industrial sector and ownership Current debates are examined in detail including an assessment of the impact of the Labour Government's programme of employment relations reform A key reference from a respected and important institution this book is a valuable sourcebook for students academics and practitioners in the fields of employee relations human resource management organizational behaviour and sociology Visit the Companion website at <http://cw.routledge.com/textbooks/0415378133>

**The Politics of Working Life** Judy Wajcman, 2005-09-08 How does the politics of working life shape modern organizations Is our desire for meaningful secure work increasingly at odds with corporate behaviour in a globalized economy Does the rise of performance management culture represent an intensification of work or create opportunities for the freewheeling individual career This timely and engaging book by leading authorities in the field adopts the standpoint of the questioning observer It is for those who need an informed account of work that is accessible without being superficial The book is unique in its multi dimensional approach

weaving together analysis of individual work experience political processes in organizations and the wider context of the social structuring of markets The book identifies central questions about working experience and answers them in a direct and lively manner It has a strong analytical foundation based on a political economy framework giving particular weight to the contradictory character of organizations These contradictions turn on the competing demands placed on organizations and the different political projects of groups within them This perspective integrates the chapters and permits numerous scholarly debates to be addressed including those on identity projects gender and work power and participation escalation in decision making and the meaning of corporate social responsibility This book is suitable for undergraduate and graduate classes in Organizational Behaviour Business Strategy and the Sociology of Work and Employment It will also appeal to the general reader interested in grappling with the complexity of the changing environment of work **Work-Life Balance in the 21st Century** D. Houston, 2005-04-04 As we begin the twenty first century UK employees work the longest hours in Europe Workplace stress and home responsibilities are among the top five causes of absence from work Yet work life balance has emerged as a key concern for employers policy makers and the media This edited volume contains findings from 14 research projects within the ESRC's Future of Work Programme The research examines the notion of employment flexibility and the effects of gender and care responsibilities on work and work performance Conflicting needs of employers and employees and the gender divisions in work and family life call into question the feasibility of achieving the Government's aim of work life balance for everyone **Fragmenting Fatherhood** Richard Collier, Sally Sheldon, 2008-09-05 Debates about the future of fatherhood have been central to a range of conversations about changing family forms parenting and society Law has served an important yet often neglected role in these discussions serving as an important focal point for broader political frustrations playing a central role in mediating disputes and operating as a significant symbolic state sanctioned account of the scope of paternal rights and responsibilities Fragmenting Fatherhood provides the first sustained engagement with the way that fatherhood has been understood constructed and regulated within English law Drawing on a range of disparate legal provisions and material from diverse disciplines it sketches the major contours of the figure of the father as drawn in law and social policy tracing shifts in legal and broader understandings of what it means to be a father and what rights and obligations should accrue to that status In thematically linked chapters cutting across substantive areas of law the book locates fatherhood as a key site of contestation within broader political debates regarding the family and gender equality Multiple visions of fatherhood evolving unevenly over time across diverse areas of law emerge from this analysis Fatherhood is revealed as an essentially fragmented status and one which is intertwined in complex ways with the legal cultural and political contexts in which discourses of parenthood are produced Fragmenting Fatherhood provides an important and unique resource speaking to debates about fatherhood across a range of fields including law and legal theory sociology gender studies social policy marriage and the family women's studies and gender studies **Love Sense** Dr. Sue

Johnson,2013-12-31 The bestselling author of Hold Me Tight presents a revolutionary new understanding of why and how we love based on cutting edge research Every day we hear of relationships failing and questions of whether humans are meant to be monogamous Love Sense presents new scientific evidence that tells us that humans are meant to mate for life Dr Johnson explains that romantic love is an attachment bond just like that between mother and child and shows us how to develop our love sense our ability to develop long lasting relationships Love is not the least bit illogical or random but actually an ordered and wise recipe for survival Love Sense covers the three stages of a relationship and how to best weather them the intelligence of emotions and the logic of love the physical and psychological benefits of secure love and much more Based on groundbreaking research Love Sense will change the way we think about love      **The Evolution of the Modern Workplace** William Arthur Brown,2009-08-27 An authoritative account of how the workplace has changed and why it has changed for both workers and employers



## Reviewing **Nature And Pattern Of Familyfriendly Employment Policies In Britain**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Nature And Pattern Of Familyfriendly Employment Policies In Britain**," an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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